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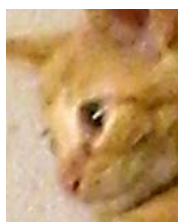
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Newsline is now bi-monthly in conjunction with the Chairman's Green Initiative. All past and present editions can be found online at ebc.maricopa.gov/pio



Green today
for a better tomorrow.

Find Work/Get Work Remains a Good Tool

A Message from the Director of Workforce Management & Development

by Elizabeth Yaquinto

Based on the recent emails and telephone calls I've received, I know that many employees and managers are wondering why, with a hiring freeze in place, the "Find Work/Get Work" weekly email is still going out to all County employees. There are a number of good reasons why this weekly email service will continue without disruption: First and foremost, new opportunities continue to arise within Maricopa County government. Even with a hiring freeze in place, there will continue to be ongoing recruitments as Departments with critical vacant positions obtain the necessary approvals to post and recruit.

The weekly "Find Work/Get Work" distribution list has shrunk significantly -- from roughly 35 to 40 new weekly postings to only a dozen or so new postings. Every posting that you see on the weekly distribution list is a recruitment for an approved, critical department vacancy. Therefore, "Find Work/Get Work" will continue to be distributed every week in order to provide County employees with timely notification of all new positions in recruitment.

I know that this is a sensitive time within Maricopa County, and that the prospect of applying for and moving to a new position during a budget crisis may not appeal to many employees. If you are one of those employees, then of course you should not apply for any of the posted positions. However, there may be other

County employees who are willing to apply for a position that they are interested in, and who are willing to risk the looming prospect of further budget reductions because the position has been identified as one that the department needs.

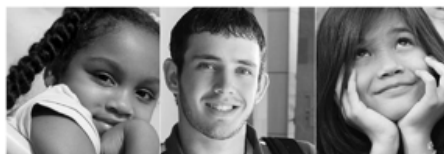
Unfortunately, the extent and impact of additional budget reductions cannot be predicted at this time, and it is impossible to identify how specific positions or departments may be affected. We will

do our best to communicate the ongoing status of the budget crisis that our state, county and local governments are experiencing, and more specifically, to provide you with an updated status on the situation within Maricopa County.



National County Government Week 2008 April 6-12

Protecting Our Children



Maricopa County will celebrate National County Government Week with informational displays to highlight the many services we provide the community. Since our intent is to reach the public, this year's event will be held at the Christown Spectrum Mall, 1703 W. Bethany Home Road, Phoenix, AZ 85019 on April 9, 2008, 10 AM – 2 PM

Christown will provide us with the tables, chairs and table coverings. If you plan to participate in National County Government Week, please send Nancy Santos an electronic email no later than Friday, March 28, 2008.

Behind the Locker Room Door: Training Tips for Weekend Warriors or Seasoned Athletes

By: Debbie Robinson, Registered Dietitian, Office of Nutrition Services

People exercise to relieve stress, prepare for athletic events, or to “just get in shape”. What all these people have in common is the need to fuel their bodies with the right food at the right time. The Department of Nutritional Sciences at the University of Arizona recommends 3 simple training tips to help you feel better and perform better during physical exertion. Following these techniques can help you eat well and enjoy your good health and high energy.

Training Tip #1: Drink the right amount of fluids at the right time. Dehydration leads to diminished performance and possible serious consequences of heat related illness such as heat stroke. Proper hydration is the key to preventing dehydration. Start hydrated by drinking 16 ounces (2 cups) of cool fluid 2 hours before exercise. 15 to 20 minutes before exercise, drink 8 to 16 ounces (1 – 2 cups) of cool fluid.

If exercise is less than 60 minutes	If exercise is more than 60 minutes
Drink 6-12 ounces of cool water every 15-20 minutes. Take small sips throughout.	Drink 6-12 ounces of a commercial sports drink every 15-20 minutes. Take small sips throughout. (A sports drink will help replace sodium and electrolyte losses.)

Do a hydration check. Two simple methods for determining your hydration level are weighing yourself before and after exercise and checking your urine color. Replace every pound lost during exercise with 24 ounces (3 cups) of fluid. If your urine is pale yellow to clear, you are properly hydrated. Note that dietary supplements can change the color of urine for a few hours making it bright yellow or discolored.

Training Tip #2: Eat the right variety and amount of foods at the right time

Carbohydrate is the main fuel for the body’s muscles and brain. Adequate carbohydrate is important for supplying fuel in the diet. Not eating enough carbohydrate can limit endurance (“hitting the wall”) and can even stop performance (“bonking”).

Protein is essential for muscle and tissue repair, muscle growth, and regulation of metabolism. Protein needs vary depending upon body weight and frequency, intensity, duration, and type of activity performed. Most people eat enough protein in their daily diet already. Protein in excess of daily needs is either used for energy when carbohydrate and calorie intake is low or stored as fat.

Fat is a concentrated form of energy and supplies twice as many calories per gram than carbohydrate and protein. The best sources of fat come from plant sources such as nuts, seeds, and unsaturated vegetable oils instead of from animal products and processed foods. Too much fat in the diet can negatively affect performance.

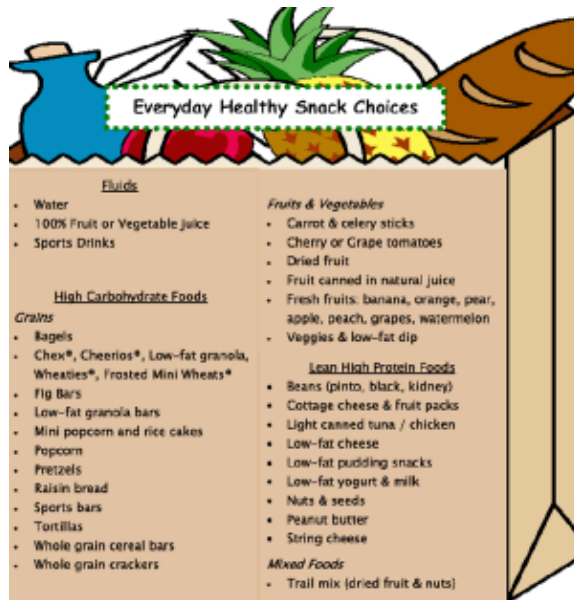
Vitamins and minerals are building blocks for body tissues and help regulate body functions. They do not supply energy. Including a variety of foods each day such as whole grains, vegetables, fruits, low-fat dairy, and lean protein choices provides the essential vitamins and minerals needed for good health and performance.

Training Tip #3: Use only safe, effective supplements at the right

time.

The U.S. Food and Drug Administration (FDA) defines a dietary supplement as a product that is intended to supplement the diet and contains one or more of the following ingredients: vitamins, minerals, herbs or other botanicals, or amino acids.

FDA regulates dietary supplements under a different set of regulations than those covering “conventional” foods and drug products (prescription and Over-the-Counter). Under the Dietary Supplement Health and Education Act of 1994 (DSHEA), the dietary supplement manu-



facturer is responsible for ensuring that a dietary supplement is safe before it is marketed. FDA is responsible for taking action against any unsafe dietary supplement product after it reaches the market.

The demand for supplements + the lack of FDA regulation = Safety Concerns. Things to consider before taking a dietary supplement: Is the product proven effective? Is the product safe at the recommended dosage? Does the product cause long-term health problems?

Always speak with your medical provider before taking any dietary supplement. Web sites with more information include: <http://dietary-supplements.info.nih.gov>, <http://nal.usda.gov/fnic>, and <http://www.ftc.gov>. Bottom line, safe and approved nutritional aids only “supplement” good training and nutrition practices, they can’t substitute for them.

For questions on nutrition, please contact the Office of Nutrition Services at 602-506-9333, menu option 3 or nutrition@mail.maricopa.gov.

Using the myWHI.com Web Site

QUESTION: How do I get personalized information about my prescription drug plan?

ANSWER: Register at mywhi.com to get personalized, online information about your prescription drug plan at any time. After you register and log in to mywhi.com, you can: check drug coverage/cost; check eligibility; search the formulary; locate a nearby pharmacy; review prescription history; review refill information; and/or print temporary ID card.

Registering is quick and easy. Just be sure to have your prescription ID card handy. Then, visit mywhi.com. Find the “New Member? Register Now” option, and select it. Provide the information requested in the next screen that appears. Then, click on the “submit” button at the bottom of the page. This will complete your registration. Now, you are ready to log in and get the personalized information you need. Walgreens Health Initiatives is committed to securing your personal information. Only you can access your personalized information at

mywhi.com.

If you have difficulty registering online, contact the Walgreens Health Initiatives Customer Care Center toll free 24 hours a day, seven days a week, at 800-207-2568.

DISCLAIMER: The information provided is not a substitute for medical advice. Consult your doctor for diagnosis and treatment of your medical condition. Advances in medicine may cause this information to become outdated, invalid or subject to debate. Professional opinions and interpretations of the scientific literature may vary. Walgreens Health Initiatives terms of use and general warranty disclaimer apply to all services provided. If you are in need of immediate medical attention, contact your physician, poison control center or emergency medical professional. If you need to speak with a pharmacist for nonemergency matters, contact your local pharmacist. ©2006 Walgreens Health Initiatives, Inc., a wholly owned subsidiary of Walgreen Co. All rights reserved.

Entertainment

CaptionThis!

These kitties seem to enjoy hanging out. Tell us what's on their minds, and you could win a prize! Submit a caption for the photo below to Kerrilyne Baumann in Office of Enterprise Technology by Wednesday, April 16th (winners will be announced in the May 2008 edition).



Congratulations!

The Kitties and human

Angie Hernandez of Employee Compensation

*for submitting the winning photo for this month's CaptionThis contest!
Be on the lookout for your prize package!*

Congratulations!

**Barbara Hofmann of
County Manager's Office**



*for submitting the winning caption for this month's
CaptionThis contest! Be on the lookout for your prize
package!*



**Sarah Flynn and
Charlie Horse**

Going Green Makes Sense... Horse Sense

The View From Up Here

*By Sarah Flynn,
Forensic Science
Center*

Hello fellow employees of Maricopa County! I can't believe we have made it through to March already. The last few months have been packed with some high profile events throughout the state. I think Maricopa County showed the world just how great the state of Arizona is! Charlie Horse & I were a part of many of these historical events. The PF Chang marathon in January was great to ride and watch. From up on top of a horse, one can see everything. Many of the marathon runners would take time to stop and take photos with Charlie and proceed on their courageous quest to the finish line. The "real" Elvis with guitar in hand was a participant and he met Charlie. He requested a ride to the finish line due to his tight tour schedule. A hunk-a-hunk of burnin' horse he stated as he swiveled his hips.

Ahh yes.. the Super Bowl. Charlie Horse & I made our rounds (free of emissions) at many of the parties in Old Town Scottsdale. We were filmed on ESPN at their stage near The Water-

front during the live taping of the Super Bowl coverage. Even some of the retired football players who are commentators came up to Charlie to get to know him better and ask equine related questions. I personally went onto the stage during taping while Charlie Horse was a nice back drop for their show. Charlie even got his own ESPN guest lanyard to put around his neck.

From there we watched all the swanky celebs walk the red carpet to their various concerts & parties. It was very interesting to view these celebrations from on top of a horse. Charlie did some show-boating for the crowd because he is such a "ham of a horse". Good times.

My favorite event was the unveiling of a permanent bronze monument honoring the Hashknife Pony Express's 50th anniversary of delivering official mail on horseback. This crusade began in January of 1958 and is the world's longest-running, officially sanctioned Pony

Express. These brave men volunteer to make the 200 mile trek. The mission is simple-carry U.S. mail from Holbrook to Scottsdale.

There was a time in Arizona history when the last possession that a person would give up was his or her horse. They were brought to the Southwest by our first border crossers, the Spanish. Native people were forbidden to own the animals back then. But working as slaves and hired hands, they got to be more adept at horsemanship than their masters. So much so that by the 1800's American military commanders considered the Comanche and other tribes to be among the best light

cavalry in the world.

Horses did everything in early Arizona. Transporting settlers, plowing fields and helping to deliver food & mail. Do you think in another 100 years that this could repeat itself? The way the fuel crisis and pollution situation is headed, horses will be a person's most valuable possession once again. We learn from history & history could repeat itself unless each of us can daily evaluate our environmental foot prints.



Maricopa County Employees Raise over \$7,000 for Charity with Talent Competition

A flood control engineer...a project manager...a computer room supervisor...a victim advocate...Each took to a microphone and sang in Maricopa County's first ever Last Talent Standing fundraiser. Sixteen employees competed in the event, which was part of the County's annual Combined Charitable Campaign to raise funds for charities.



1st Place: Bing Zhao

Over \$7,700 was raised with Last Talent Standing, launching this event as an annual imperative. Contestants solicited funds from co-workers, friends and family. Each dollar counted as a vote and a person could vote unlimited times. The contestant with the most votes (dollars) at the end was the Last Talent Standing.

Bing Zhao, food control engineer, earned the title this year by collecting \$1,200. Art Jones of Facilities Management and Bill White with the Assessor's Office placed second and third.



2nd Place: Art Jones

After accepting his trophy, Zhao explained how the experience helped him grow, personally. "I learned something new," he said. "An engineer, most of the time I stay in my office and attend meetings. In my life, before this event, I

had never gone out to raise funds—not even selling my kids school's cookie dough. I learned that I had to get out of my office to talk to my coworkers, friends, and strangers to collect money."

I have talked to more than two hundred people, in person, across nine departments and 99% of them made a donation," continued Zhao. "I did something I had never done before for a great cause."

Proceeds from this particular event went to the Employees Assisting and Supporting Employees (EASE) program, which is a contingency fund established to assist Maricopa County employees with unanticipated emergency financial situations.

To show his support for the fundraiser, Maricopa County Manager David Smith participated with a comedy routine. The solemn-faced executive showed his lighter side for the sake of the cause. Though he raised enough

money to be a finalist, he graciously deferred to employees for the final round of competition.

Rounding out the top six finalists were Esperanza Foreman, another flood control engineer who sang in her native Spanish, Eduardo Alavarez, a ballroom dancer from the IT department, and Lila Sherman, a victim advocate with the Maricopa County Attorney's Office, who brought the house down with her professional performance. She is lead singer with the popular local group, Sistah Blue.



3rd Place: Bill White

The remaining performers, whose fundraising efforts contributed to boosting the total, represented a variety of Maricopa County departments, including the Sheriff's Office, Air Quality, Correctional Health, Juvenile Probation and Internal Audit.

On behalf of all the contestants, Zhao expressed a sentiment that embodied the spirit of the competition: "This was an opportunity for me to learn how to help people in a more active way instead of just writing a check. We are all winners and champions. As a team, we showed to care for those less fortunate."

At the December 20th finals, someone left behind a lovely pair of soft, rose-colored suede gloves. To claim them, please call 506-7232.



The Dam Good Run is back by popular demand! Stretch your body, lace up your tennis shoes and dash out to Lake Pleasant Regional Park on April 5, 2008 for the 9 a.m. start of the Dam Good Run.

This exhilarating, family-oriented event allows participants to select a course and then set the pace. Courses range from an easy four-mile trail to the more challenging seven-mile trek across the Waddell Dam overlooking the scenic lake. Participants may not bring backpacks, strollers and children under the five-years-of age on to the dam for safety reasons.

All participants must register to participate in the race. Discounts are available to seniors 65 years and over and for children ages 5 to 12. The early-bird registration fee of \$20 is good through February 22nd. Those registering before March 21st will be charged \$25. Registration is also available on the day of the event for \$30.

To register, contact the Events Coordinator at (602) 372-7460 ext. 200. For additional information on the event or park, visit www.maricopa.gov/parks/lake_pleasant.



Maricopa County

Lake Pleasant Regional Park
41835 N. Castle Hot Springs Road • Morristown, AZ 85342
www.maricopa.gov/parks/lake_pleasant
From I-17 take SR-74 (Carefree Hwy) west; turn right at Mile Post 19; three miles to park entrance.



Finalist: Esperanza Foreman



Finalists: Eduardo & Rachel



Finalist: Lila Sherman

Palacino Heads Facilities Management Manages Designing, Planning, Construction, Maintenance and Protection for 179 Facilities

Maricopa County Engineer and Assistant County Manager Kenny W. Parris, P.E., is pleased to announce that Janet Palacino is the new director of the county's Facilities Management Department which is responsible for

Palacino comes to Maricopa County from South Florida, where she has an outstanding proven record in the construction industry – in both the public and private sectors.

Her extensive experience in public sector capital programs includes service as Director of Capital Improvements for the City of Miami and Director of Design and Construction for the City of Hollywood, Florida. She also managed capital improvement programs for two of the largest school districts in the country.



Civil Engineering Corps.

Prior to coming to Maricopa County, she was owner and manager of a design and construction company.

Leadership Communications

Governor's Arizona Quality Awards



Andy Kunasek

A Message from Chairman Andy Kunasek

The Oscars are the pinnacle of entertainment industry awards -- That is how the Governor's Arizona Quality Awards are perceived. The Arizona Quality Alliance bestows the Arizona Quality Awards to recognize organizations for performance excellence. This year, Maricopa County received three of the Showcase in Excellence Awards, which specifically recognize outstanding processes that have been implemented. Here are the stellar strategies instituted at Maricopa County:

Employee Health Initiatives (EHI) -- Pharmacy Benefit and Redesign Renewal Process
The Employee Health Initiatives Department was recognized for a process that has increased employee generic drug use with increased employee satisfaction while containing costs for Maricopa County employees and their dependents.

EHI also has been recognized by the National Association of Counties for developing two health care programs that contribute to and enhance county government in the United States and EHI has received the "Walgreens Winning as One Award" for the highest generic utilization of all contracted employer groups in the Nation.

The County's generic drug utilization comprises 70% of all prescriptions filled compared to other Walgreen's Health Initiatives employer groups, which utilize generic drugs only at a rate of 57%.

Since 2003, Maricopa County employee prescription costs have been reduced by \$1.14 million and in the past two years, employee pharmacy increases have remained at least 1.6% below industry trends.

Creating cost-sensible and effective initiatives for 30,000 County employees and dependents is just what the doctor ordered.

Office of Enterprise Technology (OET) -- New Telecommunication Construction Process

People Doing Technology Right is the motto of Maricopa County's Office of Enterprise Technology (OET).

A synergistic relationship between OET and the Facilities Management Department (FMD) resulted in the development of a process to improve quality and reduce costs of cabling infrastructure for new construction and remodels of County facilities.

FMD is responsible for the overall management of any construction projects approved at Maricopa County. At project initiation, FMD notifies OET of project requirements and a telecommunications project manager is assigned to develop a detailed cabling plan for network and voice communication.

The collaboration and partnership of OET and FMD has saved the County an average of 40% on the overall telecommunications portion of construction projects.

OET has answered the call of fiscal innovation

by implementing this streamlined procedure.

Office of Management and Budget (OMB) -- Capital Improvement Program Funding Process

The specific process improvement implemented by OMB was a shift in policy from relying extensively on General Obligation Bonds to fund the Capital Improvement Plan (CIP), to a reliance on using a modified pay-as-you-go approach. This change in process included the use of cash reserves and short-term debt instruments.

The goal of the CIP portion of the budget process is to ensure that Maricopa County employees have the infrastructure they need to provide services to residents while ensuring this is done in a fiscally prudent manner consistent with the County's Strategic Plan.

Over a typical 25-year bond period, this allows the County to avoid assessing over \$1,419,000,000 in secondary property taxes. The County has one of the lowest property tax rates in the state and is at its lowest rate in over 25 years

Efforts of the Office of Management and Budget resulted in Standard and Poor's (S&P) Ratings Services assigning its "AAA" issuer credit rating to Maricopa County.

Triple "A" ratings and triple Arizona Quality Awards are a testament to the talent of our Maricopa County employees. Streamlined systems and improved processes increase efficiency--and decrease the cost to taxpayers.

State of the County



David Smith

On February 8th, two dozen employees from Planning and Development experienced the most immediate and unfortunate effects of Arizona's economic downturn. A drastic reduction in building permits resulted in a commensurate drop in revenues, and precipitated the need to reduce staff.

Planning and Development has seen the most immediate results of the economic downturn for two specific reasons. First, the housing slump has dramatically decreased the number of building permits which is the department's primary source of funding. Secondly, the department's expenses are heavily weighted toward personnel costs.

The Board of Supervisors and county management team understand how difficult these nec-

essary actions are for everyone concerned and are committed to managing the changes through clear communications and as much direct assistance as possible.

I will be offering updates about our economic situation and necessary administrative actions in regular video messages over the EBC. Please look for the "County Outlook" box in blue.

By clicking on this box, you can also find the policies already in place at the county concerning issues like Reductions in Force. You can see that our policies allow for a great deal of transitional assistance. In addition, and in spite of the hiring freeze, the County will offer assistance through the Career Center for affected employees through recruitments into critical positions for which they may be qualified.

Management will be reviewing the 2008-09 budget submissions along with revenue projections in the coming months to determine if further Reductions in Force might be necessary.

That is not something I can predict at this point, as all these decisions will be based continuing economic conditions and how they impact our revenue. I can assure you, however, that this office will strive to communicate with our employees as proactively as possible about such issues.

I appreciate your commitment the residents of Maricopa County, and know you will strive to provide the same enthusiastic service as ever, despite the worry such economic uncertainty brings. Thank you for your dedication.

Taking Education to Work

Onsite Student Cohorts are Good for Business

When people come together for a common goal and stay together through its completion, some positive dynamics are created – the job gets done, usually on time and better than if one person alone had done it; it doesn't seem as much like work; and new friends are gained who help and encourage each other along the way.

OU's Arizona campuses are using these dynamics to help adult learners from all walks of life complete or further their education together by forming student cohorts within local school districts and, most recently, within Maricopa County government. Though "learning communities" of shared knowledge and collaboration are not new, forming such communities at work sites, especially at the undergraduate level, is cutting edge – and it's working.

"The cohort set-up is going GREAT!" said Martha Braly, director of graduate studies for education. OU is currently offering undergraduate, graduate, teacher certification, and endorsement programs to students in a number of work settings. OU is also in negotiations with several community colleges and additional school districts to offer the cohorts, including one in the inner city. All programs are accredited and approved by the Arizona State Department of Education.

Sharon Lind, assistant director of business programs for OU-Arizona, is directly involved in coordinating the Maricopa County cohort, which is open to all county government employees. "I am really excited that we have partnered with Maricopa County. We are a perfect match: Ottawa University is able to contribute our services to an organization that provides so much to the community," she said. Maricopa County is home to well over half of Arizona's approximately 6,300,000 residents and includes the cities of Phoenix, Mesa, Glendale, Scottsdale, Tempe, Chandler, Peoria, and Gilbert. County government alone funds more than 15,000 positions.

The first Maricopa County cohort began August 21, 2007, with 10 students enrolled as undergraduate human resources and management majors. By participating in the cohort onsite at Maricopa's Phoenix office, students receive a \$25 discount per credit hour. The application fee is also waived.

"Learning in the cohort has spoiled us," said Maricopa student Loretta Price. Price was previously involved in a cohort to pursue her associate's degree. After seeing what OU had to offer during a Maricopa education fair, she approached Enrollment Manager Tony Muscia about working with the county to provide a bachelor's degree cohort. Price has now joined

several of her former student peers to pursue her B.A. with Ottawa University. "OU didn't put up a lot of barriers like some of the other schools did. There were no minimum required credits to begin the program, and the eight week/ four-credit-hour course setup was very attractive. The cohort is definitely living up to my expectations," she said.

With professors traveling to the work site for instruction, class times for both business and school cohorts are scheduled around the adult learners' working hours. To make things even easier, both groups are encouraged to provide qualified adjunct instructors for the cohorts from among their own employees, which facilitates program support and retention through familiarity.

"This is a wonderful niche for OU and will spread our presence and wonderful name throughout the Valley," said Braly. As OU continues to lead the way in the evolution of adult education, students can look forward to more innovative ways to receive an education at Ottawa University.

EHI Recognized by AZ Quality Alliance

The Employee Health Initiatives (EHI) Department has been selected by the Arizona Quality Alliance (AQA) to receive the 2007 Arizona Showcase in Excellence Award for the Pharmacy Benefit Redesign and Renewal Process. This Award is bestowed upon organizations that can document a successful program, which has sustainable results. Participants must demonstrate continuous improvement as a critical component of their program and the results must be measurable and customer-service oriented.

Employee Health Initiatives was recognized for a process that has succeeded in increasing employee generic drug use with increased employee satisfaction while containing costs for Maricopa County employees and their dependents.

Mike Schaiberger, Director of Employee Health Initiatives said: "Competing for the Governor's Arizona State Quality Award has given the Employee Health Initiatives Department a vigorous and insightful learning opportunity that will intensify our focus to improve an exceptional health care program for our employees and dependents."

In addition, Employee Health Initiatives has been recognized by the National Association of Counties for developing two (2) health care programs that contribute to and enhance county government in the United States. Employee Health Initiatives has also received the "Walgreens Winning as One Award" for the highest generic utilization of all contracted employer groups in the Nation.

Participation CAN create Employee Savings for Upcoming Benefit Year

Maricopa County values the health and well being of our employees. That's why we continue to revamp our employee worksite wellness program, by offering the following health and wellness initiatives for the **upcoming benefit year, effective July 1, 2008**.

Confidential Biometric Screening Initiative
(Starts on 04/02/08 and ends on 05/02/08)
The confidential employee biometric screening includes a brief questionnaire as well as measurements for height, weight, waist circumference, body mass index, cholesterol, glucose, and blood pressure and will be performed at the worksite or through CIGNA Medical Centers. The Centers for Disease Control and Prevention technology will be used to analyze the screening data and the results will be available immediately.

A schedule of locations, times, and how to make an appointment will be available soon through an e*nnouncement, and via the Benefits Home Page ebc.maricopa.gov/ehi.

Health Risk Assessment Initiative
(Starts on 04/02/08 and ends on 05/02/08)
Completing a brief 15 minute online Health Risk Assessment, by using the results of your confidential biometric screening, may provide insight or answers on ways you can improve your health. This will be available online through www.myCIGNA.com.

It is important to note that your confidential individual data is protected by State and Federal regulations including the Health Insurance Portability and Accountability Act (HIPAA). **Maricopa County will never see your confidential "protected" individual results.** Only you will see the results! Maricopa County will receive an executive summary report **without** individually identifiable results. The executive summary report will reveal the prevalence of certain conditions, such as percent of the employees with high blood pressure, percent of the employees with weight management issues, etc. This report will be used to continuously improve the employee worksite wellness program.

By voluntarily participating in these initiatives, you can save \$5.00 per pay period on your medical insurance, per initiative. That means, if you participate in **both** the Health Risk Assessment **and** the Biometric Screening, you can save \$10.00 per pay period or save at least \$240 per year, on your medical insurance, offered through Maricopa County, for the upcoming benefit year effective July 1, 2008! Participation in these initiatives applies only to you. If you have completed the March 2008 – Walgreen's Blueprint for Wellness Screening, you do not need to 'retake' the biometric screening or the health risk

4th Annual Unity Day Celebration



RDSA Scores Maricopa County Diversity Champion Award

The County Managers Diversity Office held its 4th Annual Unity Day Celebration in the Board of Supervisors Auditorium. The Chairman of the Board of Supervisors Andrew Kunasek, Supervisor Mary Rose Wilcox and County Manager David Smith welcomed all that attended. This year's theme was "Many Voices, Many Faces and One Maricopa County". Lila Sherman Perez from the Maricopa County Attorney's Office sang the National Anthem. She was followed by the Cloves Campbell Elementary School Chorus Group. The Chorus director wrote a special song for the Unity Day Celebration which they performed. Following the Chorus were Rudy Barceló on trumpet from Human Services and Juan Castaneda on sax from Maricopa County Department of Transportation and a special singer Teresa Orona from Solid Waist Management. All of the performances were outstanding.

Joy Rich, Assistant County Manager for Re-

gional Development Services Agency was selected as Maricopa County Diversity Champion for 2007. Every year during the Unity Day Celebration a Diversity Champion is selected for their accomplishments. This year's criteria used to select a diversity champion were the following: Workforce Diversity score, workforce Environmental score on the Employee Satisfaction Survey, Completion of Annual/SemiAnnual Diversity Checklist, submission of Diversity Action plans and awards received in the community for diversity, having active diversity councils, and active diversity coordinators at diversity coordinators meetings. "In addition to establishing diversity plans with measurable goals, the departments have formed extremely active diversity councils that provided a proactive approach to inclusion," said Rich. "The employees made this happen- this is their award." Joy will be the guest speaker for next year Unity Day Celebration.

Start the New Year out with a bright, healthy smile!

"It's so hard to get a convenient appointment. I hate getting in traffic and driving across town. I don't have a regular dentist."

There are all kinds of excuses for not going to a dentist regularly. Starting soon, these excuses listed above will not work!

The dentist will be coming to you. Actually, the entire dentist's office will be coming to Maricopa County, and will be available for County employees who have Maricopa County dental coverage through Delta Dental or CIGNA Dental.

Starting March 11, 2008 through March 13, 2008, the Mobile Onsite Dental (MOD) Office will be located on the parking lot west of 5th Avenue. This mobile dental office will be back every Tuesday through Thursday, however, the days onsite could be expanded based on demand to offer full dental services to County employees. Come to the Open House on Monday, March 10, 2008 from 8:00 AM to 5:00 PM on the parking lot west of 5th Avenue and check out this "state of the art" mobile dental office.

Employees will be able to schedule appointments via www.onsitedental.com by simply clicking on Company and find Maricopa County in the drop down box and hit search, go to appointment and fill out the requested information, or employees can call 888-411-2290 between 9:00 AM and 6:00 PM, Monday through Friday.

Although people joke about not going to the dentist, many serious health problems such as diabetes or cardiovascular disease stem from or become worse due to poor oral hygiene. Additionally, regular preventive exams check for oral cancer and can spot periodontal disease early when it can be treated effectively.

This service is part of Maricopa County's Employees Health Initiatives ongoing efforts to provide more convenient preventive health care for County employees. For more information, go to the Employee Health Initiatives home page on the EBC at ebc.maricopa.gov/ehi. In the meantime, don't forget to brush and floss regularly, and make your appointment.

National Nutrition Month® 2008 Proclamation

MARICOPA COUNTY BOARD OF SUPERVISORS PROCLAMATION

WHEREAS food is the substance by which life is sustained; and

WHEREAS the type, quality and amount of food that individuals consume each day plays a vital role in their overall health and physical fitness; and

WHEREAS there is a need for continuing nutrition education and a wide-scale effort to enhance good eating practices;

NOW, THEREFORE I, Andy Kunasek, Chairman, Board of Supervisors for Maricopa County, Arizona, **DO HEREBY PROCLAIM** the month of March **NATIONAL NUTRITION MONTH®** in Maricopa County and I encourage all citizens to join the campaign and become concerned about their nutrition and the nutrition of others in the hope of achieving optimum health for both today and tomorrow.

Mission Statement

The Mission of Maricopa County is to provide regional leadership and fiscally responsible, necessary public services so that residents can enjoy living in a healthy and safe community.

Strategic Priorities

- Ensure safe communities and a streamlined, integrated justice system.
- Promote and protect the public health of the community.
- Provide regional leadership in critical public policy areas.
- Carefully plan and manage land use in Maricopa County to promote sustainable development and to preserve and strengthen our environment.
- Continue to exercise sound financial management and build the County's fiscal strength while minimizing the property tax burden.
- Maintain a quality workforce and equip County employees with the tools, skills, workspace and resources they need to do their jobs safely and well.
- Continue to improve the County's public image by increasing citizen satisfaction with the quality and cost-effectiveness of services provided by the County.

Open Enrollment

If you're planning to change your medical plan or add a dependent, the opportunity to make a change is just on the horizon.

The open enrollment period is your opportunity to enroll in or change your medical, pharmacy and dental plans, as well as to change your participation in the flexible savings account, Mariflex, and supplemental life insurance amounts.

You may also add or drop eligible family members your current plans.

This year, the **open enrollment period will begin April 14 and end May 2**. Open enrollment elections must be made through PeopleSoft-Employee Self Service, and changes are effective July 1, 2008 through June 30, 2009.

Governor's Small Business Advocate's AZ Service Provider Network hosted by MCBiz

On January 16, Kathy Rodriguez, Assistant Director, Small Business Services for the Arizona Department of Commerce spearheaded the meeting of the Arizona Service Provider Network at Maricopa County's Board of Supervisors Conference Room.

"MCBiz and its sister agencies (Maricopa Workforce Connections, and the Maricopa County Library District, MCLD) provided useful information to the network," said Kathy Rodriguez.

The network's members include public, community, private, and governmental entities, which serve the business community. Members have agreed to continue supporting each other's

organizations, serving businesses and niche markets, increasing opportunities for SBE, M/WBE & DBE firms, and maximizing the visibility of their organizations and services.

"Maricopa Workforce Connections (MWC) provides many services to the business community through its two major One-Stop Centers," said Ron Bajda, Business Account Representative/MWC. In addition, Ron said that employers may conduct on-site recruitments at the MWC West Valley Career Center (at I-10 and Loop 101) or MWC East Valley Career Center (at Guadalupe and Gilbert Road). Each Center is equipped with a Business Services Center that offers employers meeting space, office equipment, interview rooms, and other re-

sources to enhance recruiting and hiring experiences. Check out their website at: <http://maricopaworkforceconnection.com/business/businessservices.asp>

"The Library District subscribes to premium databases and provides them free to its customers," noted Marshall Shore, Adult Services Coordinator, MCLD. Check out their website: www.WWW.MCLDAZ.ORG

MCBiz - Maricopa County's Small Business Enterprise Program is charged with promoting the growth of the small business community and facilitating procurement activity. For more information visit its website: www.maricopa.gov/mcbiz or by calling 602-50MCbiz (602-506-2249).

FCD Closer to Realizing a Rejuvenated Gila River

By Gant Wegner, Media Specialist, Flood Control District

On Feb. 6, the Flood Control District completed its re-vegetation process at the El Rio Educational Research and Development Project (R&D) site on the Gila River near Estrella Mountain Regional Park in Goodyear. Approximately 30 large Fremont cottonwood poles were planted in the river bottom. The new trees complement the velvet mesquite and other plants placed on the site in 2007.



Avondale, Buckeye and Goodyear.

"The Gila River has the potential to be a one-of-a-kind watercourse amenity for the Southwest Valley," said District 5 County Supervisor Mary Rose Wilcox. "The El Rio R&D project is the first step in restoring the Gila to its place as the economic and

river ecosystem. They help stabilize stream banks to prevent erosion, improve water quality by absorbing contaminants through their roots, and provide ideal wildlife habitats.

"The El Rio R&D project is one example of how the District is working to restore the natural and beneficial uses of the floodplain, which is a part of our mission," said Theresa Pinto, District project manager. "It is exciting and gratifying to see the R&D project implemented since it's one of the many projects identified in the El Rio Watercourse Master Plan."

The District's R&D project is designed to study how environmental improvements, such as the replacement of salt cedar vegetation with native plants, can restore the Gila River's natural flood control function while improving the watercourse habitat for wildlife species in the area. The El Rio R&D project is a five-year research study which is part of the District's El Rio Watercourse Master Plan, an expansive flood control, river rejuvenation and multi-use recreation plan for a 17.5-mile stretch of the river through

recreational lifeblood of the region."

Cottonwoods can spread and grow from twigs, branches, or trunks (cuttings or poles). The District used 15-foot-tall poles ranging in size from 10 to 16 inches in diameter. If the new trees survive the planting, the site will have "instant" foliage.

The trees are a vital component of a

Cooling Towers and Sewer Fee Reduction

by Matt Karber, Facilities Management

In the County's current budget situation, it is important to find ways to reduce our costs. One of the many areas in which we can reduce costs is utility bills. We do this by measuring what we use, and find ways to reduce the use (and the cost), while still receiving the necessary benefit from the utility service.

One of our most important utilities in our desert climate is water. The County buildings use a significant amount of water, especially for summer cooling. We use cooling towers at several of our buildings. Each tower takes in water and evaporates some of it, which cools the remaining water. This water can then be used to cool the building.

The local water utility charges us for both water and sewer. Since some of the water used by a cooling tower doesn't go into the sewer, we can request a reduction in the sewer charge if we measure what the cooling tower uses. We read water meters at thirteen cooling towers each month, and submit the readings to the water utility. They then calculate our savings.

The good news is that the County has used this program for the past five years and our savings last year were just under \$20,000. This is just one of the many things we are doing to save taxpayers money. We are trying our best to address all possible issues which can save money. However, it is very challenging for us to visit each facility and look for hidden cost saving opportunities. We highly encourage county staff to let us know if you have any cost saving suggestion or idea. No matter how small your idea is, please call us at 372-2751. This will help us stand out during this budget crisis. Sharing ideas means sharing success.



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